



Washington, D.C. 20505

26 JAN 1982

MEMORANDUM FOR: Joan M. Clark
Director General
Department of State

SUBJECT : FBIS Foreign Service Nationals

1. As you are likely aware, the Director of the State Department's Office of Foreign Service Nationals Personnel (FSNP) and his staff have been working extensively with CIA's Foreign Broadcast Information Service (FBIS) and our Position Management and Compensation Division (PMCD) in an effort to implement a classification and compensation system for Foreign Service Nationals (FSNs) employed by FBIS. In fact, for the past two years efforts have been underway to develop standards which properly reflect the special mission and functions of FBIS FSNs. We recognize that your Office of Foreign Service Nationals Personnel has devoted extensive time attempting to recognize, appreciate, and understand the special requirements levied on FBIS FSNs, and we have been most appreciative of the time and efforts expended on this matter. In spite of this, FBIS has presented significant concerns regarding the impact of the inter-Agency classification and compensation program on FBIS FSNs. These concerns include recruitment and retention problems which, according to FBIS, are negatively impacting on FBIS's mission. These same concerns caused us to ask recently the Director, Office of Foreign Service Nationals Personnel to defer implementation of foreign field surveys at London and Nicosia for 90 days, until 15 March 1982. During the deferral period, our Position Management and Compensation Division was to study the specific concerns of FBIS as they relate to State Department's implementation of the inter-Agency classification and compensation program and make appropriate recommendations to me.

2. The ongoing PMCD study was interrupted when we recently learned that the FSNs in London were to receive comparability increases effective 10 January 1982 based upon the recent London survey. Because we had asked for a deferral of implementation of the survey, we were informed by the Director, FSNP that he could not grant the FBIS FSNs in London a comparability increase until such time as we gave him our agreement to implement in its entirety the FBIS London survey findings. This decision caused FBIS to request an immediate decision as to whether we would continue to be a part of the inter-Agency classification and compensation system for FSNs.

Prior to making a decision and fully recognizing that the FSNs themselves would lose while management deliberated, I asked the Chief of our Position Management and Compensation Division to again attempt to gain approval to grant comparability increases to the FBIS FSNs in London. This attempt was unsuccessful as State confirmed its previous decision to withhold the comparability increases from FBIS FSNs until such time as FBIS agreed to implement the London survey. I subsequently considered FBIS's appeal and approved the following courses of action:

a. A comparability increase for FBIS FSNs in London effective 10 January 1982. We still consider ourselves to be participants in the inter-Agency classification and compensation program and have merely asked for a temporary deferment pending completion of our internal study. Because State Department concurred in the 90 day deferral, we assumed that the deferral would not result in our being removed from the inter-Agency classification and compensation program. By barring the FBIS FSNs from receiving comparability increases, it would appear we are not considered to be in the system. We believe FBIS FSNs should be entitled to the same comparability increase benefits as all other FSNs. In addition, we understand that all FSNs in London who would be affected by any downgradings would be in a "saved-grade" status and thus entitled to comparability increases at their saved-grade levels.

b. FBIS contracting with an external consultant to conduct classification and compensation surveys at several of the FBIS foreign field locations in an effort to validate surveys recently completed by inter-Agency classification and compensation survey teams. Our intent here is to establish whether FBIS's claims that past survey teams did not fully understand the difficulty or complexity of the FBIS mission or use appropriate standards to classify FBIS FSN positions are valid.

3. I trust that you will understand that the recruitment and retention problems which would result from implementation of the London and Nicosia surveys are sufficiently significant management problems to merit these above actions. After the consultant's study is completed, we would be pleased to share the information in the study with you and any other State Department officials you may designate.

4. With regard to the actual payment of comparability increase benefits to FBIS FSNs in London, we have advised the FBIS Bureau Chief in London of our approval of comparability increases effective 10 January 1982.

/s/ James N. Glerum

James N. Glerum
Director of Personnel